

Appendix A:
Survey Methodology

REPORT OF SURVEY METHODOLOGY

The University Climate Survey was conducted by the Center for Survey Research at the University of Virginia in conjunction with Archie Holmes, Vice Provost for Academic Affairs; Margaret Riley, Professor of Law; Catherine Spear, Associate Vice President-Equal Opportunity & Civil Rights; Rachel Spraker, Compliance Director for Equity and Affirmative Action; Sarah Schultz-Robinson, Assistant Director for Institutional Assessment & Studies. The survey is supported by the Dean's Working Group, the Office of the Executive Vice President and Provost, the Board of Visitors, and the Office of Institutional Assessment and Studies at the University of Virginia.

In response to the Unite the Right rally events on August 11-12, 2017, President Sullivan created the Dean's Working Group, led by Dean Risa Goluboff. This working group outlined a set of recommendations, which included the implementation of a pan-University climate survey, to prevent similar violence from reoccurring at UVA. This was an effort to understand the relationship between law enforcement and all members of the University community, including the College at Wise. The Dean's Working Group and other University stakeholders also wanted to understand University community members' perception of safety, well-being, and belonging in relation to concepts of diversity and inclusion. In addition to the charge by the Dean's Working Group, this survey was also motivated by the Provost, who in 2017 directed the schools to create strategic diversity plans with the support of the Office of the Provost, the Office for Equal Opportunity and Civil rights, and the Office for Diversity and Equity. To achieve their goals each school had to have robust data on the current state of the climate.

All undergraduate students, graduate students, staff, and faculty from UVA, including College at Wise, were included in the sample, except for those in the Medical Center and School of Medicine. This survey was completed online with Qualtrics. There was an intensive group within the sample that received reminder calls and/or a mailed advance letter and reminder postcard. Production began with an advance letter sent from President Sullivan on April 19, 2018. This was followed shortly after with an email on April 20, 2018 from the Center for Survey Research that invited participants to complete the survey in Qualtrics. Data collection closed on June 13, 2018.

Sample

All students, faculty, and staff at the University of Virginia, including College at UVA Wise were included in the sample except for those in the Medical Center. Staff and faculty with the identifier "MD-" within the dataset were excluded from the sample population as those individuals have their primary assignment in the School of Medicine. Additionally, medical students were not included in the sample. University members who were under 18 years old at the time of the study were not eligible to complete the survey.

Some undergraduate students in the sample had taken the Student Experience in the Research University (SERU) Survey that is administered annually to undergraduate students. These students were considered to be in a distinct sample group than the rest of the undergraduate

students. They received a different survey than the rest of the undergraduates to reduce the repetition of questions. Because many of the questions from this survey overlap with the SERU survey, the SERU data from students who took the SERU survey were merged with their data from this survey.

Because some University members have multiple affiliations, it was necessary to clearly define the four affiliations so each individual was only sent one questionnaire. For the purposes of this study, faculty and staff were qualified in the following ways. Faculty included individuals on a teaching and research appointment. This includes individuals who teach on a non-salaried/per course basis and those engaged in primarily educational activities such as teaching and curriculum design. Staff included all University and Classified staff as well as professional research staff, research associates, postdoctoral fellows, and administrative and professional faculty. If an individual was crosslisted as both a student and University employee, their student affiliation was used as their affiliation for this study.

Contact information for all respondents was provided by the Office of Institutional Assessment and Studies.

Within each respondent group (undergraduate student, graduate student, faculty, and staff), there was an intensive sample that received more contacts than those who were not in the intensive sample. Filemaker Pro was scripted to randomly assign respondents into the intensive samples. The numbers of faculty, staff, and students in the intensive sample are outlined in Table 1.

Table 1. Breakdown of Sample

Contact Type	Faculty		Staff		Graduate Students		Undergraduate Students			
							Took SERU		Did not take SERU	
	N of cases	Percent of sample	N of cases	Percent of sample	N of cases	Percent of sample	N of cases	Percent of sample	N of cases	Percent of sample
Non-Intensive	1,857	5.07%	5,344	14.59%	6,894	18.83%	3,149	8.60%	13,778	37.62%
Intensive	1,201	3.28%	1,199	3.27%	1,599	4.37%	320	0.87%	1,280	3.50%
Subtotal	3,058	8.35%	6,543	17.87%	8,493	23.19%	3,469	9.47%	15,058	41.12%

Questionnaire

This study contained a distinct questionnaire for each group- (1) faculty, (2) staff, (3) graduate students, (4) undergraduate students who had not taken the SERU survey, and (5) undergraduate students who had taken the SERU survey. While each questionnaire contained distinct questions that pertained exclusively to the respondent's particular role in the university, the questionnaires were mostly comparable across groups.

The questions for the faculty, staff, graduate students and undergraduate students who had not taken the SERU survey questionnaires were copied or adapted from the SERU survey questionnaire. Many of the sample questions that were modified from the SERU survey had the same variable name as the SERU survey itself and across all of the questionnaires. In addition,

questions were also modeled on items included in similar surveys from research universities such as the University of Wisconsin. Other source materials for the questionnaire included the Durham Survey from the International Association of Chiefs of Police internal and community surveys. The questionnaire for undergraduate students who did take the SERU survey did not ask questions that were in the SERU questionnaire; instead, their answers from the SERU survey were copied into the data set for this project.

The Dean's Working Group created several focus groups that included student representatives to review the questionnaires before it was given to CSR to review. After the Dean's Working Group incorporated the feedback from these groups into the survey instruments, CSR reviewed and commented on drafts of the questionnaires. Both CSR and the Dean's Working Group reviewed the questionnaires in Qualtrics prior to launching the study. The Qualtrics questionnaires for faculty, staff, and graduate students were programmed to ensure anonymity by prohibiting Qualtrics from collecting cookies. However, the undergraduate questionnaires were distributed with identifiers (using a confidential protocol, rather than an anonymous approach) so that individual student data from the SERU survey could be merged into the data set of undergraduate responses.

Generally, all respondents were asked demographic questions that included information such as parents' education status, citizenship status, gender, and sexual orientation. All respondents were asked about their perceptions of safety, well-being, and sense of belonging within the University and the greater Charlottesville area. In addition, the questionnaires all contained questions about experiences of bias, harassment, violence, barriers and discrimination. Further, all questionnaires asked about the experiences with and comfort level of the respondent with contacting resources both within the University and in Charlottesville and Wise. Last, all questionnaires contained questions about academic and social experiences specific to international members of the University community.

Each questionnaire contained distinct questions about the respondent's role in the university and engagement with the University community. For example, students were asked about their participation in various clubs while faculty was asked about teaching responsibilities. Each group received specific questions about concerns within the university that fit their experiences. For example, faculty members were asked about tenure status and students were asked how they pay for educational expenses. Further, undergraduate students were not asked any questions concerning sexual violence, sexual harassment, or gender-related violence. Good data on these important and sensitive topics are already available, as a representative sample of undergraduate students was surveyed in 2017 and 2015 during the Campus Climate Survey on Sexual assault and Sexual Misconduct.

The staff questionnaire can be found in Appendix B. Electronic versions of all questionnaires can be found at <https://csr.coopercenter.org/index.php/UVA-climate-survey-methodology>. All questionnaires were offered solely in English.

Production

Data collection began on April 20, 2018 and ended June 13, 2018. To introduce the survey, all respondents received an email from President Sullivan explaining the survey and alerting them that they would be receiving an invitation to complete the survey shortly. Faculty and staff in the

intensive group also received a mailed advance letter from President Sullivan, sent via University messenger mail. All participants received the invitation email from CSR on April 20, 2018, inviting them to complete the survey on Qualtrics. Non-respondents received email reminders on April 26, 2018 and May 8, 2018. Each message from the email correspondence is included at the end of this Appendix. In each of these emails, including the initial invitation, the respondent could click on a prompted link to go to the questionnaire on Qualtrics. In the initial email invitation and the first reminder email following the initial contact, respondents were given a short URL they could enter into their browser. In addition to these programmed reminders, individual emails were sent when requested by respondents. Data collection ended on June 13, 2018 when CSR exported all responses from Qualtrics.

The survey was anonymous for staff, faculty and graduate students. In all emails, faculty, staff, and graduate students received a link that would take them to the corresponding CSR jump page for their university affiliation. On the jump page, respondents were directed to one of two questionnaires depending on whether they were using a public or private machine to complete the survey. Respondents who were taking the survey on a public machine had to complete the anonymous questionnaire in a single sitting. Respondents who were taking the questionnaire on a private machine could take the survey in multiple sessions. To stop receiving reminder calls or emails after having completed the survey, faculty, staff, and graduate students were prompted to go to an unsubscribe survey. Once at the unsubscribe survey, which was a completely separate form from their answers to the survey, the respondents entered their name and email. To opt out of reminder notices without taking the survey, participants could click an opt-out link provided in email reminders. This link directed them to the same unsubscribe survey, in which they gave their name and email and subsequently did not receive any follow-up reminders.

The faculty and staff in the intensive sample received a mailed advance letter from President Sullivan and a reminder postcard. Faculty, staff and graduate students in the intensive sample all received reminder calling. Unfortunately the intensive “flag”—a data point indicating an anonymous respondent’s inclusion in the intensive sample--was not added into the link for the faculty, staff, and graduate student respondents in the intensive sample until a few days prior to delivering the reminder postcard. Therefore, CSR was unable to track the intensive status of early faculty, staff, and graduate student respondents—that is, for those in the initial collection of data that included the mailed advance letter to faculty and staff, the original invitation email and two reminder emails. However, all faculty, staff, and graduate students received the invitation email and the two reminder emails. The flag for intensive status was added prior to sending the reminder postcards or conducting the reminder calling.

The survey was confidential for undergraduate students, both those who took the SERU survey and those who did not take the SERU survey. In all emails, undergraduate students received a personalized link to complete the survey. Their completion of the survey was automatically recorded by Qualtrics and the individual respondents were not prompted to unsubscribe themselves when they finished the survey. However, undergraduate students could remove themselves from the list of reminder emails and calls with an opt-out link, which automatically blocked future emails/contacts. Because the undergraduate student survey was confidential, we could match the name of the student to their intensive status throughout the whole data collection process.

Phone call reminders were made to faculty, staff, graduate, and undergraduate students in the intensive sample who had not unsubscribed. Phone calls were made to non-respondent undergraduate students in the intensive sample. CSR used the Computer Assisted Telephone Interviewing (CATI) system to conduct all calls. The telephone reminder script and FAQ are attached at the end of this appendix. Phone calls to graduate students were conducted from May 14, 2018 to June 1, 2018 and phone call reminders to faculty and staff were conducted from May 8, 2018 to June 1, 2018. Phone calls to undergraduate students began on May 14, 2018 but due to objections from students' parents, phone reminders to undergraduates in the intensive samples were stopped prior to the scheduled end date. Reminder calling to undergraduates ended on May 24, 2018, and CSR was unable to call 201 of the undergraduate students that had been included in the intensive sample and hence were to receive reminder calls. As reported in

Table 4 below, CSR made 4,574 phone call attempts in this phase of the survey project.

The contacts and the number of respondents per type of contact can be found in

Table 2. All treatments for the different groups can be seen in Table 3.

Text from the advance letter, initial invitation email, email reminders, reminder postcard, reminder calling script, and FAQ can be found at the end of this Appendix.

Table 2. The Contacts and The Number of Respondents per Type of Contact

Content	Date of Contact	Recipients	Number of contacts
Advance Email	4/19/2018	Entire sample	Faculty: 3,058
			Staff: 6,543
			Graduate: 8,493
			Undergrad: 18,527
			<i>Total: 36,621</i>
Advance Letter via Messenger Mail	4/19/2018	Faculty, staff in intensive group	Faculty: 1,201
			Staff: 1,199
			<i>Total: 1400</i>
Email Invitation with Link to Survey	4/20/2018	Entire sample	Faculty: 3,058
			Staff: 6,543
			Graduate: 8,493
			Undergrad: 18,527
			<i>Total: 36,621</i>
First Reminder Email	4/26/2018	Non-respondents of entire sample	Faculty: 2,885
			Staff: 6,305
			Grad: 8,403
			Undergrad: 18,083
			<i>Total: 35,676</i>
Postcard Reminder via Messenger Mail	5/4/2018	Faculty and staff intensive group	Faculty: 1,065
			Staff: 1,008
			<i>Total: 2,073</i>
Second Reminder Email	5/8/2018	Non-respondents of entire sample	Faculty: 2,691
			Staff: 5,587
			Grad: 8,059
			Undergrad: 16,736
			<i>Total: 32,073</i>
Phone Call Reminders	5/8/2018 – 6/1/2018	Intensive non-respondent faculty and staff	Faculty: 826
			Staff: 1,008
	5/14/2018 – 5/24/2018	Intensive non-respondent undergraduate students	Taken SERU: 289
			Have not taken SERU: 1,109

	5/14/2018 – 6/1/2018	Intensive non-respondent graduate students	Grad: 1,510
Close-out Email	6/13/2018	Non-respondents of entire sample	Faculty: 2,458
			Staff: 4,998
			Grad: 7,664
			Undergrad: 16,128
			<i>Total: 31,248</i>

Table 3. Treatment by Sample Group

Sample	Access to survey	Opt out	Record of completion	Advance letter (paper)	Reminder postcard	Reminder calling
Faculty (T&R)	Email link to CSR jump page	Jump page opt out	Self-report	No	No	No
Faculty intensive	Email link to CSR jump page	Jump page opt out	Self-report	Yes	Yes	Yes
Staff (including A&P, wage faculty)	Email link to CSR jump page	Jump page opt out	Self-report	No	No	No
Staff intensive	Email link to CSR jump page	Jump page opt out	Self-report	Yes	Yes	Yes
Graduate students	Email link to CSR jump page	Jump page opt out	Self-report	No	No	No
Graduate students intensive	Email link to CSR jump page	Jump page opt out	Self-report	No	No	Yes
Undergrad students--SERU	Direct email link through Qualtrics	Email unsubscribe	Auto: Qualtrics	No	No	No
Undergrad student-- NO SERU	Direct email link through Qualtrics	Email unsubscribe	Auto: Qualtrics	No	No	No
Undergrad students—SERU Intensive	Direct email link through Qualtrics	Email unsubscribe	Auto: Qualtrics	No	No	Yes
Undergrad students-- NO SERU Intensive	Direct email link through Qualtrics	Email unsubscribe	Auto: Qualtrics	No	No	Yes

Table 4. Reminder Calling Dispositions

Disposition		Faculty	Staff	Graduate	Undergrad did not take SERU	Undergrad took SERU	Total
Agrees to complete the survey	Count	73	124	304	224	42	767
	%	8.94%	12.07%	20.12%	20.18%	14.53%	
Already completed	Count	9	34	40	24	21	128
	%	1.10%	3.31%	2.65%	2.16%	7.27%	
Uncertain	Count	16	31	51	42	9	149
	%	1.96%	3.02%	3.38%	3.78%	3.11%	
Unavailable	Count	44	68	108	98	15	333
	%	5.39%	6.62%	7.15%	8.83%	5.19%	
Refuses	Count	9	13	26	9	0	57
	%	1.10%	1.27%	1.72%	0.81%	0.0%	
No Answer	Count	61	67	81	95	13	317
	%	7.47%	6.52%	5.36%	8.56%	4.50%	
Busy	Count	3	2	9	3	2	19
	%	0.37%	0.19%	0.60%	0.27%	0.69%	
Left a message	Count	472	557	751	561	168	2509
	%	57.77%	54.24%	49.70%	50.54%	58.13%	
Bad Number- Modem, fax, dataline	Count	1	8	7	3	2	21
	%	0.12%	0.78%	0.46%	0.27%	0.69%	
Bad Number- Out of service/Dead line	Count	60	63	89	28	8	248
	%	7.34%	6.13%	5.89%	2.52%	2.77%	
Bad Number- Number Changed	Count	48	32	24	8	3	115
	%	5.88%	3.12%	1.59%	0.72%	1.04%	
Soft Refusal	Count	5	11	6	6	2	30
	%	0.61%	1.07%	0.40%	0.54%	0.69%	
Referred to other number	Count	4	6	2	0	3	15
	%	0.49%	0.58%	0.13%	0.05	1.04%	
Callback	Count	12	11	13	9	1	46
	%	1.47%	1.07%	0.86%	0.81%	0.35%	
Total	Count	817	1027	1511	1110	289	4754
	%	100%	100%	100%	100%	100%	

Rates of Response and Completion

Among all sample groups, 6,464 completed the survey. Using the American Association for Public Opinion Research (AAPOR) disposition codes (see Table 5 below) and response rates calculations, the response rate of the entire sample is 17.7%¹. Taking into account a finite

¹ Calculated according to AAPOR suggested formula RR3, which includes an estimate of what proportion of cases of unknown eligibility are actually eligible. This RR only counts the 6,464 completes; it does not count the 1,639 partials as responses in the calculation.

population correction of 0.91, the margin of error for the survey is approximately +/- 1.1 percentage points at the 95 percent level of confidence. Surveys are subject to other types of error besides sample error, including possible effects of non-response (if those who did not respond are very different from those who did) or defects in question wording. The impact of these errors may be difficult or impossible to calculate. Users should be mindful of the limitations of survey research.

Table 5. Number of Responses for Different Dispositions

Disposition Description	Total
1.1000 Complete	6464
1.2000 Partial	1,639
2.1100 Refusal	208
2.1121 Logged on to survey, did not complete any item	138
2.2000 Non-contact	813
2.9000 Other, non-refusal	27,353
4.0000 Ineligible	6
Total Sample	36,621
Response rate	17.7%

Response rates did vary by university affiliation and treatment. The number of completions for each sample type is outlined below in

Table 6.

Table 6. Summary of Survey Sample Types by Completions

UVA Diversity Climate Response Rates				
Group	Intensive status	Total in Sample	Total Completions*	Response Rate
Faculty	Intensive	1,200	379	31.6%
	Non-intensive	1,858	470	25.3%
	<i>Faculty Subtotal</i>	3,058	849	27.8%
Staff	Intensive	1,199	529	44.1%
	Non-Intensive	5,345	2,010	37.6%
	<i>Staff Subtotal</i>	6,544	2,539	38.8%
Graduate	Intensive	1,600	366	22.9%
	Non-Intensive	6,892	886	12.9%
	<i>Grad Subtotal</i>	8,492	1,252	14.7%
Undergrad	Intensive- Did not take SERU	1,280	159	12.4%
	Intensive- Took SERU	320	109	34.1%
	Non-Intensive-Did not take SERU	13,778	833	6.0%
	Non-Intensive-Took SERU	3,150	673	21.4%
	<i>Undergrad Subtotal</i>	18,528	1,824	9.8%
TOTAL		36,621	6,464	

*Completion refers to any response in which at least 50% of the questions were answered.

As can be seen clearly in Table 5, undergraduates who had earlier completed the SERU survey had far higher rates of response to the survey than those who had not. This can be explained by two factors: those who had previously taken SERU had fewer questions to answer, and there was a selection effect at work, in that students who completed SERU were those who were more motivated to complete this kind of survey to begin with.

Table 5 also shows that, for each category of respondent, our intensive treatment produced significantly higher rates of response. For example, the phone calls used in the intensive treatment of undergraduates who did not previously complete SERU helped to produce a response rate of 12.4%, double the 6.0% response rate for similar students who were approached via email only. More detailed comparisons of the composition of the various samples suggest that both intensive and non-intensive samples were broadly representative. However, there is evidence that the survey topics of inclusion and diversity were more motivating for under-represented groups at the University than they were for the majority. For example, there was a higher percentage of racial minorities in most of the non-intensive samples; the extra reminders

helped to motivate white respondents to respond, so their percentages in the intensive samples are a bit higher. Overall, these results are reassuring in that minorities subject to discrimination are probably not underrepresented in the survey as a whole, because the survey topic carried inherent appeal for many members of those groups.

Data preparation

CSR carried out all data preparation for the analysis, which included creating a codebook, labeling, cleaning, and merging all five of the data sets. Before merging the datasets, all variables that were common across the surveys were checked and then changed if needed to have identical variable names. For subset of undergraduate respondents who took the Climate for Diversity and Inclusion Survey and took SERU, their relevant SERU responses were merged into the Climate data file. All preparation was done in SPSS.

Weighting

Several weights were created to conform the survey due to known population data. These weights will be discussed in three broad categories: baseweights, demographic post-stratification weights, and the overall university weight. Each are discussed in detail below.

Baseweighting

A baseweight was created that adjusts the affiliation (e.g., faculty, staff, etc.) sample percentage to more closely match the affiliation breakdown within the entire university population. The following formula was used to create the baseweight value for each affiliation:

$$baseweight = \frac{Population \%}{Sample \%}$$

Table 7 shows the impact of the baseweight for each university affiliation. As seen in the table, the baseweight adjusts the sample data to bring affiliation percentages closer to the overall university population. In particular, weighting up the undergraduate responses.

Table 7. Impact of Baseweight on University Affiliation

	Unweighted		Population		Baseweighted	
	Count	Percent	Count	Percent	Count	Percent
UVA Affiliation						
Faculty	849	13.10%	1,688	5.00%	540	8.40%
Staff	2,539	39.30%	7,714	23.00%	1,155	17.90%
Graduate	1,252	19.40%	6,445	19.30%	1,500	23.20%
Undergrad	1,824	28.20%	17,624	52.70%	3,265	50.50%
Total	6,464	100.00%	33,471	100.00%	6,460	100.00%

Demographic Post-Stratification Weighting

Using multiple iterations (also known as “raking”), post-stratification weights were created to adjust the sample data to more closely reflect the population on select demographic characteristics. These weights were created within each affiliation type (faculty, staff,

undergraduate, and graduate) as relevant and available population parameters² varied by these different groups. A total of four demographic weights were created—one for each affiliation type. The following tables display the characteristics used to create the weights for each affiliation type by location, and the final columns in each table show the effect of the applied demographic post-stratification weight. This weight is independent of the effects of the baseweighting. This is the weight applied to the tables presented in Appendices E and F.

Table 8. Impact of Post-stratification Weight on Main Campus Undergraduate Respondents

Main Campus Undergrad						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	555	33.10%	7436	42.19%	750	44.20%
Female	1090	65.00%	9006	51.10%	908	53.50%
Year						
First Year/Freshman	396	24.60%	4396	25.12%	444	26.80%
Second Year/Sophomore	411	25.50%	3883	22.19%	393	23.70%
Third Year/Junior	427	26.50%	4186	23.92%	424	25.60%
Fourth Year/Senior	375	23.30%	3872	22.13%	394	23.80%
Race						
African American	80	4.80%	1082	6.14%	110	6.60%
Asian	234	14.10%	2228	12.64%	227	13.50%
Hispanic	96	5.80%	1101	6.25%	112	6.70%
Multi-Race	155	9.40%	730	4.14%	74	4.40%
Other or Unknown	38	2.30%	1023	5.80%	104	6.20%
Non-Resident Alien	56	3.40%	731	4.15%	75	4.50%
White	998	60.20%	9547	54.17%	974	58.10%
School*						
Architecture	26	1.50%	315	1.79%	33	1.90%
Arts & Sciences	1141	67.90%	11107	63.02%	1149	67.40%
Commerce	35	2.10%	711	4.03%	74	4.30%
Education Undergraduate	34	2.00%	389	2.21%	40	2.30%
Engineering	260	15.50%	2718	15.42%	279	16.40%
Nursing Undergraduate	53	3.20%	382	2.17%	40	2.30%
SCPS	103	6.10%	552	3.13%	55	3.20%
Wise	0	0.00%	1182	6.71%	0	0.00%
Other or Unknown	25	1.50%	268	1.52%	28	1.60%

*The population columns for School reflect the entire University, combining Main Campus and Wise Campus.

² Population parameters were provided by the University's Office of Institutional Assessment and Studies (IAS). The population data was sourced from Fall 2017 matriculation.

Table 9. Impact of Post-stratification Weight on Wise Campus Undergraduate Respondents

Wise Campus Undergrad						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	52	37.10%	579	3.29%	58	48.70%
Female	84	60.00%	602	3.42%	60	50.40%
Year						
First Year/Freshman	15	10.60%	326	1.86%	34	28.60%
Second Year/Sophomore	25	17.60%	261	1.49%	27	22.70%
Third Year/Junior	41	28.90%	248	1.42%	25	21.00%
Fourth Year/Senior	61	43.00%	325	1.86%	33	27.70%
Race						
African American	4	2.90%	128	0.73%	13	11.70%
Asian	1	0.70%	13	0.07%	1	0.90%
Hispanic	2	1.40%	16	0.09%	2	1.80%
Multi-Race	11	7.90%	1	0.01%	0	0.00%
Other or Unknown	0	0.00%	112	0.64%	0	0.00%
Non-Resident Alien	2	1.40%	0	0.00%	2	1.80%
White	119	85.60%	912	5.17%	93	83.80%
School*						
Architecture	0	0.00%	315	1.79%	0	0.00%
Arts & Sciences	0	0.00%	11107	63.02%	0	0.00%
Commerce	0	0.00%	711	4.03%	0	0.00%
Education Undergrad	0	0.00%	389	2.21%	0	0.00%
Engineering	0	0.00%	2718	15.42%	0	0.00%
Nursing Undergraduate	0	0.00%	382	2.17%	0	0.00%
SCPS	0	0.00%	552	3.13%	0	0.00%
Wise	141	100.00%	1182	6.71%	119	100.00%
Other or Unknown	0	0.00%	268	1.52%	0	0.00%

*The population columns for School reflect the entire University, combining Main Campus and Wise Campus.

Table 10. Impact of Post-stratification Weight on Main Campus Graduate Respondents

Main Campus Grad						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	501	40.60%	3274	50.80%	615	49.70%
Female	704	57.10%	3171	49.20%	596	48.10%
Age						
25 or younger	406	32.60%	2744	42.58%	531	42.60%
25 to 33 years old	592	47.50%	3039	47.15%	588	47.20%
34 and older	248	19.90%	662	10.27%	128	10.30%
Race						
African American	55	4.50%	326	5.06%	63	5.10%
Asian	69	5.60%	428	6.64%	82	6.60%
Hispanic	50	4.10%	297	4.61%	57	4.60%
Multi-Race	130	10.50%	199	3.09%	38	3.10%
Other or Unknown	27	2.20%	215	3.34%	41	3.30%
Non-Resident Alien	212	17.20%	1395	21.64%	267	21.60%
White	690	56.00%	3585	55.62%	687	55.60%
School						
Graduate School of Arts & Sciences	233	23.80%	1190	18.57%	181	18.50%
Curry School of Education	173	17.70%	643	10.04%	98	10.00%
Darden Graduate School of Business	51	5.20%	853	13.31%	130	13.30%
Frank Batten School of Leadership & Public Policy	15	1.50%	99	1.55%	15	1.50%
McIntire School of Commerce	16	1.60%	293	4.57%	45	4.60%
School of Architecture	23	2.30%	223	3.48%	34	3.50%
School of Continuing Professional Studies	27	2.80%	30	0.47%	5	0.50%
School of Engineering & Applied Science	141	14.40%	836	13.05%	127	13.00%
School of Law	157	16.00%	960	14.98%	146	15.00%
School of Medicine	92	9.40%	935	14.59%	142	14.50%
School of Nursing	51	5.20%	345	5.38%	53	5.40%

Table 11. Impact of Post-stratification Weight on Main Campus Staff Respondents

Main Campus Staff						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	935	39.90%	3612	46.82%	1128	48.70%
Female	1380	58.90%	3722	48.25%	1162	50.20%
Age						
Under 34 years old	415	17.50%	2035	26.38%	650	27.80%
34 to 41 years old	423	17.80%	1249	16.19%	399	17.00%
42 to 49 years old	454	19.10%	1239	16.06%	396	16.90%
50 to 57 years old	533	22.50%	1326	17.19%	423	18.10%
58 and older	547	23.10%	1485	19.25%	474	20.20%
Race						
African American	201	8.70%	852	11.04%	267	11.60%
Asian	83	3.60%	360	4.67%	113	4.90%
Hispanic	60	2.60%	142	1.84%	44	1.90%
Multi-Race	92	4.00%	84	1.09%	26	1.10%
Other or Unknown	38	1.60%	73	0.95%	23	1.00%
White	1849	79.60%	5823	75.49%	1824	79.40%
Area*						
Batten	14	0.70%	59	0.76%	15	0.80%
Arts & Sciences	158	8.30%	736	9.54%	189	10.00%
Curry School of Education	81	4.20%	641	8.31%	166	8.80%
Darden School of Business	82	4.30%	272	3.53%	71	3.80%
McIntire School of Commerce	42	2.20%	91	1.18%	23	1.20%
School of Architecture	13	0.70%	51	0.66%	13	0.70%
SCPS	45	2.40%	175	2.27%	46	2.40%
School of Engineering and Applied Sciences	83	4.30%	376	4.87%	98	5.20%
School of Law	52	2.70%	216	2.80%	55	2.90%
School of Nursing	23	1.20%	110	1.43%	29	1.50%
University Library	101	5.30%	239	3.10%	60	3.20%
Other - Athletics, Office of VP, Medicine, etc.	1220	63.70%	4368	56.62%	1125	59.50%
College at Wise	0	0.00%	0	0.00%	0	0.00%

*The population columns for Area reflect the entire University, combining Main Campus and Wise Campus.

Table 12. Impact of Post-stratification Weight on Wise Campus Staff Respondents

Wise Campus Staff						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	35	39.80%	164	2.13%	51	42.90%
Female	53	60.20%	216	2.80%	68	57.10%
Age						
Under 33	15	16.50%	85	1.10%	27	22.10%
34 to 41 years old	21	23.10%	84	1.09%	26	21.30%
42 to 49 years old	16	17.60%	56	0.73%	20	16.40%
50 to 57 years old	24	26.40%	77	1.00%	25	20.50%
58 and older	15	16.50%	78	1.01%	24	19.70%
Race						
African American	4	4.40%	14	0.18%	4	3.30%
Asian	2	2.20%	1	0.01%	0	0.00%
Hispanic	1	1.10%	1	0.01%	0	0.00%
Multi-Race	3	3.30%	0	0.00%	3	2.50%
Other or Unknown	0	0.00%	3	0.04%	0	0.00%
White	80	88.90%	361	4.68%	113	94.20%
Area*						
Batten	0	0.00%	0	0.00%	0	0.00%
Arts & Sciences	0	0.00%	0	0.00%	0	0.00%
Curry School of Education	0	0.00%	0	0.00%	0	0.00%
Darden School of Business	0	0.00%	0	0.00%	0	0.00%
McIntire School of Commerce	0	0.00%	0	0.00%	0	0.00%
School of Architecture	0	0.00%	0	0.00%	0	0.00%
SCPS	0	0.00%	0	0.00%	0	0.00%
School of Engineering and Applied Sciences	0	0.00%	0	0.00%	0	0.00%
School of Law	0	0.00%	0	0.00%	0	0.00%
School of Nursing	0	0.00%	0	0.00%	0	0.00%
University Library	0	0.00%	0	0.00%	0	0.00%
Other - Athletics, Office of VP, Medicine, etc.	0	0.00%	0	0.00%	0	0.00%
College at Wise	91	100.00%	380	4.93%	122	100.00%

*The population columns for Area reflect the entire University, combining Main Campus and Wise Campus.

Table 13. Impact of Post-stratification Weight on Main Campus Faculty Respondents

Main Campus Faculty						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	380	50.90%	947	56.10%	442	58.60%
Female	358	48.00%	642	38.03%	300	39.80%
Age						
26 to 33	56	7.30%	149	8.83%	73	9.40%
34 to 41	136	17.70%	347	20.57%	169	21.80%
42 to 49	141	18.40%	325	19.26%	158	20.40%
50 to 57	154	20.10%	299	17.72%	146	18.90%
58 to 65	136	17.70%	257	15.23%	125	16.10%
Over 65	144	18.80%	211	12.51%	103	13.30%
Race						
African American	26	3.50%	81	4.80%	38	5.10%
Asian	46	6.20%	170	10.07%	80	10.70%
Hispanic	29	3.90%	61	3.61%	29	3.90%
Multi-Race	27	3.60%	19	1.13%	9	1.20%
Other or Unknown	23	3.10%	10	0.59%	5	0.70%
White	591	79.60%	1248	73.93%	587	78.50%
Rank						
Assistant Professor	164	24.60%	517	30.63%	216	32.50%
Associate Professor	153	23.00%	393	23.28%	164	24.70%
Professor	226	33.90%	127	7.52%	231	34.80%
Instructor/Lecturer	123	18.50%	552	32.70%	53	8.00%
Area*						
Batten	13	2.00%	23	1.36%	10	1.50%
Arts & Sciences	306	47.50%	817	48.40%	332	51.20%
Curry School of Education	79	12.30%	143	8.47%	58	9.00%
Darden School of Business	23	3.60%	65	3.85%	27	4.20%
McIntire School of Commerce	21	3.30%	15	0.89%	32	4.90%
Office of the Executive Vice President and Provost	9	1.40%	77	4.56%	6	0.90%
School of Architecture	24	3.70%	54	3.20%	22	3.40%
SCPS	17	2.60%	18	1.07%	7	1.10%
School of Engineering and Applied Science	53	8.20%	219	12.97%	88	13.60%
School of Law	35	5.40%	83	4.92%	34	5.20%
School of Nursing	41	6.40%	62	3.67%	26	4.00%
Wise	0	0.00%	0	0.00%	0	0.00%
Other	23	3.60%	13	0.77%	6	0.90%

*The population columns for Area reflect the entire University, combining Main Campus and Wise Campus.

Table 14. Impact of Post-stratification Weight on Wise Campus Staff Respondents

Wise Campus Faculty						
	Unweighted		Population		Dem Weight	
	Count	Percent	Count	Percent	Count	Percent
Gender						
Male	32	57.10%	55	3.26%	28	57.10%
Female	23	41.10%	44	2.61%	21	42.90%
Age						
26 to 33	2	3.40%	12	0.71%	6	11.80%
34 to 41	8	13.80%	15	0.89%	8	15.70%
42 to 49	12	20.70%	25	1.48%	12	23.50%
50 to 57	14	24.10%	25	1.48%	14	27.50%
58 to 65	12	20.70%	15	0.89%	7	13.70%
Over 65	9	15.50%	7	0.41%	4	7.80%
Race						
African American	0	0.00%	3	0.18%	0	0.00%
Asian	4	7.10%	6	0.36%	3	6.10%
Hispanic	1	1.80%	1	0.06%	0	0.00%
Multi-Race	2	3.60%	0	0.00%	2	4.10%
Other or Unknown	2	3.60%	0	0.00%	2	4.10%
White	47	83.90%	89	5.27%	42	85.70%
Rank						
Assistant Professor	7	14.00%	27	1.60%	12	26.70%
Associate Professor	12	24.00%	25	1.48%	10	22.20%
Professor	9	18.00%	23	1.36%	12	26.70%
Instructor/Lecturer	22	44.00%	24	1.42%	11	24.40%
Area*						
Batten	0	0.00%	0	0.00%	0	0.00%
Arts & Sciences	0	0.00%	0	0.00%	0	0.00%
Curry School of Education	0	0.00%	0	0.00%	0	0.00%
Darden School of Business	0	0.00%	0	0.00%	0	0.00%
McIntire School of Commerce	0	0.00%	0	0.00%	0	0.00%
Office of the Executive Vice President and Provost	0	0.00%	0	0.00%	0	0.00%
School of Architecture	0	0.00%	0	0.00%	0	0.00%
SCPS	0	0.00%	0	0.00%	0	0.00%
School of Engineering and Applied Sciences	0	0.00%	0	0.00%	0	0.00%
School of Law	0	0.00%	0	0.00%	0	0.00%
School of Nursing	0	0.00%	0	0.00%	0	0.00%
Wise	58	100.00%	99	5.86%	52	100.00%
Other	0	0.00%	0	0.00%	0	0.00%

*The population columns for Area reflect the entire University, combining Main Campus and Wise Campus.

Overall University Weight

An overall university weight was created that incorporates the effects of both the baseweight and demographic post-stratification weights. For each affiliation type, the value of the university weight was calculated with the following formula:

$$\text{university weight} = \text{baseweight} * \text{demographic weight}$$

When applied, the resulting university weight matches select demographics within affiliation at each location and adjusts affiliation percentages to be in proportion to affiliation within the University. The effects of the university weight can be seen on select characteristics in Table 15 below. For the majority of the analysis discussed in the report, the university weight is applied. Specifically, the frequency tables in Appendices C and D, and the T-test tables in Appendices G thru Q are weighted by the university weight.

Table 15. Effect of University Weight.

	Unweighted				University Weight			
	Main		Wise		Main		Wise	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
UVA Affiliation								
Faculty	767	12.6%	58	19.9%	502	8.2%	34	11.8%
Staff	2387	39.2%	91	31.3%	1088	17.8%	56	19.9
Graduate	1252	20.6%			1508	24.6%		
Undergrad	1680	27.6%	142	48.8%	3031	49.4%	194	68.3%
Gender								
Man	2371	39.5%	119	41.9%	2856	47.1%	132	47.1%
Woman	3532	58.9%	160	56.3%	3097	51.0%	146	52.0%
TGQNO	93	1.6%	5	1.8%	116	1.9%	2	0.9%
Race								
African American or Black	370	6.2%	8	2.8%	435	7.2%	18	6.5%
Asian American or Asian alone	592	10.0%	8	2.8%	884	14.7%	5	2.0%
Hispanic or LatinX	222	3.7%	2	0.7%	330	5.5%	2	0.8%
White or Caucasian alone	4160	70.0%	246	86.3%	3876	64.6%	240	87.9%
Multiracial	455	7.7%	18	6.3%	247	4.1%	6	2.1%
All remaining categories	146	2.5%	3	1.1%	233	3.9%	2	0.7%
Age								
25 and under	2060	34.0%	126	43.3%	3582	58.6%	171	6.4%
26-33	1027	16.9%	30	10.3%	1072	17.5%	34	11.9%
34-49	1383	22.8%	59	20.3%	744	12.2%	37	13.2%
50 and above	1593	26.3%	76	26.1%	712	11.7%	41	14.5%

Contact Materials

ADVANCE EMAIL:

Subject line (email) University-wide Diversity Climate survey: coming soon

Letterhead (advance letter) Vice Provost for Academic Affairs, Archie Holmes

Dear University Community Member:

I write to inform you about an opportunity to make your voice heard by participating in a comprehensive survey being conducted across the University's Academic Division and the College at Wise. We are interested in learning more about the experiences and perceptions of our faculty, staff, and students with respect to their sense of well-being and belonging at the University, as well as UVA's climate for diversity, equity, and inclusion.

The University's Center for Survey Research is conducting this research on behalf of the Board of Visitors and the Deans Working Group that I established following the events of August 11-12, 2017. The committee that developed the survey met with almost 100 University students, faculty, and staff who have subject-matter expertise regarding issues of equity and diversity. In addition, the committee benchmarked similar climate surveys conducted by peer institutions, including Dartmouth, the University of Wisconsin, and Emory University. The committee also reviewed prior surveys on related topics to inform the scope of the questions for our survey. While the survey is substantially similar across groups, it addresses the unique issues facing the following four groups: undergraduate students, graduate students, faculty, and staff.

In the next few days, you will receive an email invitation from the Center for Survey Research, with a link to complete the survey in Qualtrics. Your participation is vitally important. We want to hear from each and every community member about this important topic. The survey will take approximately 30-40 minutes to complete.

If you have any questions about the survey, please contact Kate Wood, Ph.D., who is directing this project at the Center for Survey Research. You can reach her by email at surveys1@virginia.edu, or by telephone at (434) 243-5226.

Thank you for making this survey a priority during a busy time of year. The results will help us identify additional steps that we can take to ensure a safer and more inclusive climate at the University.

Very truly yours,

[TAS Signature]

INVITATION EMAIL – Faculty & Graduate

Subject line (email) University Climate Survey: Direct Link

Dear [first] [last],

We are writing to you on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group at the University of Virginia, regarding the survey of the University community you recently read about in an email from President Sullivan. Your participation is very important. This survey presents you with an opportunity to share your experiences and perceptions about the climate at the University with respect to diversity, equity, inclusion, and safety, as well as your sense of well-being and belonging.

The Center for Survey Research is hosting the survey, and we invite you to complete the survey online, by simply clicking this link: [click here](#).

This project has been approved by the University of Virginia’s Institutional Review Board for the Social and Behavioral Sciences (Project #: 2018-0142-00). The survey should take about **30-40 minutes** to complete. All survey responses will be anonymous.

We encourage you to take the time to complete the survey. If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226.

Thank you in advance for your time and thoughtful participation in this important University initiative.

Cordially,

Thomas M. Guterbock, Ph.D.
Director, Center for Survey Research
University of Virginia

INVITATION EMAIL – Graduate Students

Subject line (email) University Climate Survey: Direct Link

Dear [first] [last],

We are writing to you on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group at the University of Virginia, regarding the survey of the University community you recently read about in an email from President Sullivan. Your participation is very important. This survey presents you with an opportunity to share your experiences and perceptions about the climate at the University with respect to diversity, equity, inclusion, and safety, as well as your sense of well-being and belonging.

The Center for Survey Research is hosting the survey, and we invite you to complete the survey online, by simply clicking this link: [click here](#).

This project has been approved by the University of Virginia’s Institutional Review Board for the Social and Behavioral Sciences (Project #: 2018-0142-00). The survey should take about **30-40 minutes** to complete. All survey responses will be anonymous.

We encourage you to take the time to complete the survey. If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226 .

Thank you in advance for your time and thoughtful participation in this important University initiative.

Cordially,

Thomas M. Guterbock, Ph.D.
Director, Center for Survey Research
University of Virginia

INVITATION EMAIL – Staff

Subject line (email) University Climate Survey: Direct Link

Dear [first] [last],

We are writing to you on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group at the University of Virginia, regarding the survey of the University community you recently read about in an email from President Sullivan. Your participation is very important. This survey presents you with an opportunity to share your experiences and perceptions about the climate at the University with respect to diversity, equity, inclusion, and safety, as well as your sense of well-being and belonging.

The Center for Survey Research is hosting the survey, and we invite you to complete the survey online, by simply clicking this link: [click here](#).

This project has been approved by the University of Virginia's Institutional Review Board for the Social and Behavioral Sciences (Project #: 2018-0142-00). The survey should take about **30-40 minutes** to complete. If you are an employee, please note your time spent completing the survey is considered work time. All survey responses will be anonymous.

We encourage you to take the time to complete the survey. If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226 .

Thank you in advance for your time and thoughtful participation in this important University initiative.

Cordially,

Thomas M. Guterbock, Ph.D.
Director, Center for Survey Research
University of Virginia

INVITATION EMAIL – Undergraduates

Subject line (email) University Climate Survey: Direct Link

Dear [first] [last],

We are writing to you on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group at the University of Virginia, regarding the survey of the University community you recently read about in an email from President Sullivan. Your participation is very important. This survey presents you with an opportunity to share your experiences and perceptions about the climate at the University with respect to diversity, equity, inclusion, and safety, as well as your sense of well-being and belonging.

The Center for Survey Research is hosting the survey, and we invite you to complete the survey online, by simply clicking this link: [click here](#).

This project has been approved by the University of Virginia's Institutional Review Board for the Social and Behavioral Sciences (Project #: 2018-0142-00). The survey should take about **30-40 minutes** to complete. All survey responses will be confidential.

We encourage you to take the time to complete the survey. If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226 .

Thank you in advance for your time and thoughtful participation in this important University initiative.

Cordially,

Thomas M. Guterbock, Ph.D.
Director, Center for Survey Research
University of Virginia

REMINDER EMAIL 1

Subject line (email) University Climate survey: Important Reminder!

Dear [firstname] [lastname]:

Last week, we wrote to you about the University climate survey being conducted by the Center for Survey Research on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group at the University of Virginia, including the College at Wise. The survey asks about your experiences and opinions regarding the overall University climate with respect to diversity, equity, inclusion, and safety, as well as your sense of well-being and belonging at the University. Your opinions and experiences are very important to us, so we are sending you this reminder that there is still time to participate.

If you have already completed the survey, we sincerely thank you for your time and attention toward this effort. To unsubscribe from future reminders, follow [this link] to remove your name and computing ID from our recontact list.

If you have not yet taken the survey, we encourage you to do so. As an employee, please note that your time spent completing the survey is considered work time.

To complete the survey, simply [\[click here\]](#).

As a reminder, all survey responses will be kept strictly *anonymous*. The survey should take about *30-40 minutes* to complete.

If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226. Thank you in advance for your participation.

Cordially,

Thomas M. Guterbock, Ph.D.
Director, Center for Survey Research
University of Virginia

REMINDER EMAIL 2

SUBJECT: UVA Climate Survey Will Be Open After Exams

Dear \${m://FirstName} \${m://LastName} , [OR Dear UVA student, colleague,...]

We would like to remind you again to participate in the UVA Climate Survey. With your participation, we can achieve accurate and meaningful results that are truly representative of the University community.

If you're ready to take it now, you can do so here:

https://virginia.az1.qualtrics.com/jfe/form/SV_3OUuL2hSPPcvx41?INT=1

We understand that this is an incredibly busy time of the year to field an important survey that touches on many important topics. We will be fielding through May, but we hope that you are able to complete the survey as soon as possible. The survey should take about 30-40 minutes to complete. All survey responses will be [undergraduate students: confidential / everyone else: anonymous].

We encourage you to take the time to complete the survey. If you have any questions or comments about this survey, please contact Kate Wood, Ph.D., Senior Project Director, at surveys1@virginia.edu or 434-243-5226 . This project has been approved by the University of Virginia's Institutional Review Board for the Social and Behavioral Sciences (Project #: 2018-0142-00).

We wish you the best during this busy time of year, and hope that you enjoy the questionnaire.

Cordially,

[Signature]

Thomas M. Guterbock, Ph.D.
 Director, Center for Survey Research
 University of Virginia

Follow this link to opt out of future emails: https://virginia.az1.qualtrics.com/jfe/form/SV_3OUuL2hSPPcvx41?INT=1 [Click here to unsubscribe](#)

REMINDER POSTCARD

I. We'd like to hear from you!

Recently, the Center for Survey Research emailed you about the University climate survey, on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group. If you have already completed the questionnaire, please accept our sincere appreciation. If you have not, we hope you will. Your perspective and impressions are valuable to us.

You can access the survey by visiting the following page:

<https://csr.coopercenter.org/facultystaff>

Thomas Guterbock



Address Block Here

REMINDER CALLING SCRIPT

CONTACT REACHED

Hello, I'm [YOUR NAME] calling from University of Virginia Center for Survey Research.

May I please speak with \${e://Field/Name}?

[IF R ANSWERS]

Hello, I'm _____ calling from the University of Virginia Center for Survey Research. We have recently been emailing you to complete the University Diversity Climate survey on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group. Have you received our emails?

Okay...as stated, I'm calling from the University of Virginia and we're conducting a university-wide survey of all faculty, staff, and students. This survey is meant to capture University member's impressions of the University climate regarding safety, diversity, equity, and inclusion. The questionnaire is being administered online. Would you be willing to participate? I'd be happy to send you an email with a link to the survey.

[CHECK FOR CORRECT EMAIL ADDRESS. SEND EMAIL - WAIT TO MAKE SURE THEY RECEIVE EMAIL]

Please keep in mind that the survey will be closing on XX/XX.

[IF R STATES THEY'VE ALREADY COMPLETED]

I want to thank you for taking the time to answer this important survey. We appreciate you sharing your perspective. Have a nice day.

VOICEMAIL/ LEAVE MESSAGE

Hello, I'm _____ calling from the University of Virginia Center for Survey Research on behalf of the Board of Visitors, President Sullivan, and the Deans Working Group. We are conducting a University-wide online survey of all faculty, staff, and students. Your perspective is important as the survey is meant to capture University member's impressions of the University climate regarding safety, diversity, equity, and inclusion. Please give us a call back at 434-243-1088 or email us at surveys2@virginia.edu, and we can send you the survey link or answer any questions you may have. The survey is closing on XX/XX, and we hope to hear from you in time.

FAQ

Q: Who is conducting the survey?

The University of Virginia's Center for Survey Research is conducting the survey.

Q: Who is sponsoring the survey?

The survey is being sponsored by the following University affiliates, the Deans Working Group, the Office of the Provost, the Office for Equal Opportunity and Civil Rights (EOCR), and the Office of Institutional Assessment and Studies (IAS).

Q: Who financed the survey?

The survey is being sponsored by the President's office.

Q: Is the survey anonymous?

A: The survey for faculty, staff, and graduate students is anonymous. The undergraduate survey is confidential - the survey software will determine which students completed the spring student experience survey so those students will not be re-surveyed on identical questions.

At the end of the anonymous surveys, participants are redirected to an entirely separate page, at which point you can choose to provide your netbadge so we can pull your name from our recontact list for reminders for the survey. However, even if you were to provide your netbadge at that point, your name still could not be connected to any responses—we would simply know not to contact you again.

Q: How will anonymity be assured?

A: The University is not collecting IP addresses. During analysis we will only look at aggregate data. Further, we will not report numbers that are so small that individuals can be identified.

Q: How long will the survey be open?

The survey will be open for approximately six weeks.

Q: Can I have a paper copy of this survey?

A: No, but if you need accommodations for taking the survey please contact the office for Equal Opportunity and Civil Rights (EOCR) to explore options that may be available to you at

UVAEOCR@virginia.edu or 434-924-3200.

Q: I didn't finish the survey but now I want to finish it.

[For undergraduate students only:] Yes, just click on the link that we sent you in our latest email.
[Can have Kara or Matt resend email w/ link if needed]

[For everyone else:] If you are a graduate student, faculty, or staff member the survey is anonymous. Therefore we have no way of tracking your response. If your cookies are enabled, you may be able to finish the survey on the same device. However, if this is not possible please click on the link in the original email again and start the survey over.

Q: How long will the analysis of the data take?

It is anticipated that it will take at least three months for the Center for Survey Research to analyze the data and generate a summary report.

Q: The introduction says you may edit my data for open-ended questions. What does that mean or how would you edit the data?

A: We will remove all identifying information from open-ended response to protect the anonymity of the respondents. We will also remove curse-words or expletives.

Q: Will the survey results be made public? When will the survey results be made public?

A: A summary of the survey results will be published online. It is anticipated that the results will be released at the beginning of the next academic year. Once available, we will post a link to the summary of results at: <https://csr.coopercenter.org/facultystaff/>

Q: How will the University act upon the data?

A: The data will be used to inform follow-up actions by the University to improve climate. The climate survey is one of many steps being taken by the University.

Q: The survey seems intrusive—why are you asking such personal/sensitive information?

We appreciate your question and we do understand many of the survey questions ask about sensitive and/or personal information. In order to gain a comprehensive understanding of the climate at UVA, we need to have information that helps contextualize the experiences and perspectives of University members. Participation in the survey is voluntary, and all questions within the survey are voluntary—meaning you can skip any questions that you are uncomfortable answering. Further, the survey is anonymous for all faculty, staff, and graduate students (the survey does not collect IP addresses). So while sensitive questions are being asked, responses will only be analyzed in the aggregate and individual responses are never connected to the identity of the respondent. We hope you will still consider participating and sharing your valuable perspective to the extent that you are comfortable.

Q: Why is the Medical Center and School of Medicine not included in this survey?

A: The Medical Center and School of Medicine already were launching an engagement survey in April 2018 to meet accreditation requirements. To ensure full participation with that survey, it was determined not feasible to include them in this climate survey at this time. This survey is being provided to the Academic Division and the College at Wise, the latter of which is being surveyed about the climate at its campus

Q: Does this climate survey seek to implement the recommendation of the Deans Working Group that the University conduct a climate survey?

A: Yes. This climate survey is intended to implement the recommendation of the Deans Working Group.

Q: How does this climate survey relate to the University's sexual misconduct climate surveys?

A: The two surveys are separate. The sexual misconduct surveys conducted by the University in 2015 and 2017 surveyed only undergraduate and graduate students about sexual and gender-based harassment and other forms of interpersonal violence. As faculty and staff were not included in those surveys, some questions about this topic have been included in the faculty and staff versions of this survey. This topic is also included in the graduate student survey.

Q: How does this climate survey relate to the University's 2011 staff survey?

A: While this survey is not intended to be a direct follow up to the 2011 staff survey, the survey committee did review that survey to align questions in this survey with that one to the extent possible.

Any additional questions about Methods, analysis, distribution of the survey, or technical issues should be sent to Kate Wood at (434) 241-1088 or kfm3e@virginia.edu

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For questions about the survey administration and general access, contact the Center for Survey Research at surveys1@virginia.edu and 434-243-5226.

For questions about the survey development and how the data will be used, contact the Principal Investigator, Archie Holmes, Ph.D., at vpaa@virginia.edu.

For questions about your rights as a participant in this research, contact the Institutional Review Board-Social and Behavioral Sciences at jlehmbbeck@virginia.edu.

If you have difficulty completing the survey online, please contact the office for Equal Opportunity and Civil Rights (EOCR) to explore options that may be available to you at

UVAEOCR@virginia.edu or 434-924-3200.

<https://csr.coopercenter.org/students>

<https://csr.coopercenter.org/facultystaff>

Unsubscribe: https://virginia.az1.qualtrics.com/jfe/form/SV_cGi10kUOWxWXNUF